

THE HONORABLE JOHN C. COUGHENOUR

UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WASHINGTON  
AT SEATTLE

SCOTT NETTLETON, an individual,

Plaintiff,

v.

UNITED PARCEL SERVICE, INC., an Ohio  
corporation,

Defendant.

CASE NO. C19-1684-JCC

ORDER

This matter comes before the Court on the parties' stipulated motion for a protective order (Dkt. No. 17). The Court hereby GRANTS the motion and ENTERS the following protective order:

PURPOSES AND LIMITATIONS

Discovery in this action is likely to involve production of confidential, proprietary, or private information for which special protection may be warranted. This order is consistent with Western District of Washington Local Civil Rule 26(c). It does not confer blanket protection on all disclosures or responses to discovery, the protection it affords from public disclosure and use extends only to the limited information or items that are entitled to confidential treatment under the applicable legal principles, and it does not presumptively entitle parties to file confidential information under seal.

2. “CONFIDENTIAL” MATERIAL

“Confidential” material shall include the following documents and tangible things produced or otherwise exchanged: Plaintiff’s medical records; Defendant’s Security Investigation Report previously produced at UPS.000053-60; health records of Defendant’s employees; personnel files of Defendant’s employees; workers’ compensation files and data; and personal or private information related to Defendant’s employees or their families.

3. SCOPE

The protections conferred by this order cover not only confidential material (as defined above) but also (1) any information copied or extracted from confidential material; (2) all copies, excerpts, summaries, or compilations of confidential material; and (3) any testimony, conversations, or presentations by parties or their counsel that might reveal confidential material.

However, the protections conferred by this order do not cover information that is in the public domain or becomes part of the public domain through trial or otherwise.

4. ACCESS TO AND USE OF CONFIDENTIAL MATERIAL

4.1 Basic Principles. A receiving party may use confidential material that is disclosed or produced by another party or by a non-party in connection with this case only for prosecuting, defending, or attempting to settle this litigation. Confidential material may be disclosed only to the categories of persons and under the conditions described in this order. Confidential material must be stored and maintained by a receiving party at a location and in a secure manner that ensures that access is limited to the persons authorized under this order.

4.2 Disclosure of “CONFIDENTIAL” Information or Items. Unless otherwise ordered by the Court or permitted in writing by the designating party, a receiving party may disclose any confidential material only to:

(a) the receiving party’s counsel of record in this action, as well as employees of counsel to whom it is reasonably necessary to disclose the information for this litigation;

1 (b) the officers, directors, and employees (including in-house counsel) of the  
2 receiving party to whom disclosure is reasonably necessary for this litigation, unless the parties  
3 agree that a particular document or material produced is for Attorney's Eyes Only and is so  
4 designated;

5 (c) experts and consultants to whom disclosure is reasonably necessary for  
6 this litigation and who have signed the "Acknowledgment and Agreement to Be Bound" (Exhibit  
7 A);

8 (d) the Court, court personnel, and court reporters and their staff;

9 (e) copy or imaging services retained by counsel to assist in the duplication of  
10 confidential material, provided that counsel for the party retaining the copy or imaging service  
11 instructs the service not to disclose any confidential material to third parties and to immediately  
12 return all originals and copies of any confidential material;

13 (f) during their depositions, witnesses in the action to whom disclosure is  
14 reasonably necessary and who have signed the "Acknowledgment and Agreement to Be Bound,"  
15 unless otherwise agreed by the designating party or ordered by the Court. Pages of transcribed  
16 deposition testimony or exhibits to depositions that reveal confidential material must be  
17 separately bound by the court reporter and may not be disclosed to anyone except as permitted  
18 under this order;

19 (g) the author or recipient of a document containing the information or a  
20 custodian or other person who otherwise possessed or knew the information.

21 4.3 Filing Confidential Material. Before filing confidential material or discussing or  
22 referencing such material in court filings, the filing party must confer with the designating party,  
23 in accordance with Local Civil Rule 5(g)(3)(A), to determine whether the designating party will  
24 remove the confidential designation, whether the document can be redacted, or whether a motion  
25 to seal or stipulation and proposed order is warranted. During the meet-and-confer process, the  
26 designating party must identify the basis for sealing the specific confidential information at issue,

1 and the filing party must include this basis in its motion to seal, along with any objection to  
2 sealing the information at issue. Local Civil Rule 5(g) sets forth the procedures that must be  
3 followed and the standards that will be applied when a party seeks permission from the Court to  
4 file material under seal. A party who seeks to maintain the confidentiality of its information must  
5 satisfy the requirements of Local Civil Rule 5(g)(3)(B), even if it is not the party filing the  
6 motion to seal. Failure to satisfy this requirement will result in the motion to seal being denied,  
7 in accordance with the strong presumption of public access to the Court's files.

8 5. DESIGNATING PROTECTED MATERIAL

9 5.1 Exercise of Restraint and Care in Designating Material for Protection. Each party  
10 or non-party that designates information or items for protection under this order must take care to  
11 limit any such designation to specific material that qualifies under the appropriate standards. The  
12 designating party must designate for protection only those parts of material, documents, items, or  
13 oral or written communications that qualify, so that other portions of the material, documents,  
14 items, or communications for which protection is not warranted are not swept unjustifiably  
15 within the ambit of this order.

16 Mass, indiscriminate, or routinized designations are prohibited. Designations that are  
17 shown to be clearly unjustified or that have been made for an improper purpose (*e.g.*, to  
18 unnecessarily encumber or delay the case development process or to impose unnecessary  
19 expenses and burdens on other parties) expose the designating party to sanctions.

20 If it comes to a designating party's attention that information or items that it designated  
21 for protection do not qualify for protection, the designating party must promptly notify all other  
22 parties that it is withdrawing the mistaken designation.

23 5.2 Manner and Timing of Designations. Except as otherwise provided in this order  
24 (see, *e.g.*, second paragraph of section 5.2(a) below), or as otherwise stipulated or ordered,  
25 disclosure of discovery material that qualifies for protection under this order must be clearly so  
26 designated before or when the material is disclosed or produced.

1 (a) Information in documentary form (e.g., paper or electronic documents and  
2 deposition exhibits, but excluding transcripts of depositions or other pretrial or trial  
3 proceedings): the designating party must affix the word “CONFIDENTIAL” to each page that  
4 contains confidential material. If only a portion or portions of the material on a page qualifies for  
5 protection, the producing party also must clearly identify the protected portion(s) (e.g., by  
6 making appropriate markings in the margins). For Plaintiff’s medical records obtained by  
7 Defendant through subpoenas to third parties, Plaintiff will likely not have the opportunity to  
8 pre-mark such records as confidential prior to their production to Defendant. Such medical  
9 records are therefore confidential and subject to this order regardless of whether they are marked  
10 as confidential.

11 (b) Testimony given in deposition or in other pretrial proceedings: the parties  
12 and any participating non-parties must identify on the record, during the deposition or other  
13 pretrial proceeding, all protected testimony, without prejudice to their right to so designate other  
14 testimony after reviewing the transcript. Any party or non-party may, within 15 days after  
15 receiving the transcript of the deposition or other pretrial proceeding, designate portions of the  
16 transcript, or exhibits thereto, as confidential. If a party or non-party desires to protect  
17 confidential information at trial, the issue should be addressed during the pre-trial conference.

18 (c) Other tangible items: the producing party must affix in a prominent place  
19 on the exterior of the container or containers in which the information or item is stored the word  
20 “CONFIDENTIAL.” If only a portion or portions of the information or item warrant protection,  
21 the producing party, to the extent practicable, shall identify the protected portion(s).

22 5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent failure to  
23 designate qualified information or items does not, standing alone, waive the designating party’s  
24 right to secure protection under this order for such material. Upon timely correction of a  
25 designation, the receiving party must make reasonable efforts to ensure that the material is  
26 treated in accordance with the provisions of this order.

1     6.     CHALLENGING CONFIDENTIALITY DESIGNATIONS

2             6.1     Timing of Challenges. Any party or non-party may challenge a designation of  
3 confidentiality at any time. Unless a prompt challenge to a designating party's confidentiality  
4 designation is necessary to avoid foreseeable and substantial unfairness, unnecessary economic  
5 burdens, or a significant disruption or delay of the litigation, a party does not waive its right to  
6 challenge a confidentiality designation by electing not to mount a challenge promptly after the  
7 original designation is disclosed.

8             6.2     Meet-and-Confer. The parties must make every attempt to resolve any dispute  
9 regarding confidential designations without the Court's involvement. Any motion regarding  
10 confidential designations or for a protective order must include a certification, in the motion or in  
11 a declaration or affidavit, that the movant has engaged in a good faith meet-and-confer  
12 conference with other affected parties in an effort to resolve the dispute without court action. The  
13 certification must list the date, manner, and participants to the conference. A good faith effort to  
14 confer requires a face-to-face meeting or a telephone conference.

15             6.3     Judicial Intervention. If the parties cannot resolve a challenge without the Court's  
16 intervention, the designating party may file and serve a motion to retain confidentiality under  
17 Local Civil Rule 7 (and in compliance with Local Civil Rule 5(g), if applicable). The burden of  
18 persuasion in any such motion shall be on the designating party. Frivolous challenges, and those  
19 made for an improper purpose (*e.g.*, to harass or impose unnecessary expenses and burdens on  
20 other parties) may expose the challenging party to sanctions. All parties shall continue to  
21 maintain the material in question as confidential until the Court rules on the challenge.

22     7.     PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN OTHER  
23 LITIGATION

24             If a party is served with a subpoena or a court order issued in other litigation that compels  
25 disclosure of any information or items designated in this action as "CONFIDENTIAL," that  
26 party must:

1 (a) promptly notify the designating party in writing and include a copy of the  
2 subpoena or court order;

3 (b) promptly notify in writing the party who caused the subpoena or order to  
4 issue in the other litigation that some or all of the material covered by the subpoena or order is  
5 subject to this order. Such notification shall include a copy of this order; and

6 (c) cooperate with respect to all reasonable procedures sought to be pursued  
7 by the designating party whose confidential material may be affected.

8 8. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL

9 If a receiving party learns that, by inadvertence or otherwise, it has disclosed confidential  
10 material to any person or in any circumstance not authorized under this order, the receiving party  
11 must immediately (a) notify in writing the designating party of the unauthorized disclosures, (b)  
12 use its best efforts to retrieve all unauthorized copies of the protected material, (c) inform the  
13 person or persons to whom unauthorized disclosures were made of all the terms of this order, and  
14 (d) request that such person or persons execute the “Acknowledgment and Agreement to Be  
15 Bound.”

16 9. INADVERTENT PRODUCTION OF PRIVILEGED OR OTHERWISE PROTECTED  
17 MATERIAL

18 When a producing party gives notice to receiving parties that certain inadvertently  
19 produced material is subject to a claim of privilege or other protection, the obligations of the  
20 receiving parties are those set forth in Federal Rule of Civil Procedure 26(b)(5)(B). This  
21 provision is not intended to modify whatever procedure may be established in an e-discovery  
22 order or agreement that provides for production without prior privilege review. The parties agree  
23 to the entry of a non-waiver order under Federal Rule of Evidence 502(d) as set forth herein.

24 10. NON-TERMINATION AND RETURN OF DOCUMENTS

25 Within 60 days after the termination of this action, including all appeals, each receiving  
26 party must return all confidential material to the producing party, including all copies, extracts

1 and summaries thereof. Alternatively, the parties may agree upon appropriate methods of  
2 destruction.

3 Notwithstanding this provision, counsel are entitled to retain one archival copy of all  
4 documents filed with the Court; trial, deposition, and hearing transcripts; correspondence;  
5 deposition and trial exhibits; expert reports, attorney work product; and consultant and expert  
6 work product, even if such materials contain confidential material.

7 The confidentiality obligations imposed by this order shall remain in effect until a  
8 designating party agrees otherwise in writing or a court orders otherwise.

9 IT IS SO ORDERED.

10 IT IS FURTHER ORDERED that pursuant to Federal Rule of Evidence 502(d), the  
11 production of any documents in this proceeding shall not, for the purposes of this proceeding or  
12 any other federal or state proceeding, constitute a waiver by the producing party of any privilege  
13 applicable to those documents, including the attorney-client privilege, attorney work-product  
14 protection, or any other privilege or protection recognized by law.

15 DATED this 8th day of July 2020.

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19 John C. Coughenour  
20 UNITED STATES DISTRICT JUDGE  
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EXHIBIT A

ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

I, \_\_\_\_\_ [print or type full name], of  
\_\_\_\_\_ [print or type full address], declare under penalty of  
perjury that I have read in its entirety and understand the stipulated protective order that was  
issued by the United States District Court for the Western District of Washington on July 8,  
2018, in the case of *Nettleton v. United Parcel Service, Inc.*, Case No. C19-01684-JCC. I agree  
to comply with and to be bound by all the terms of the order, and I understand and acknowledge  
that failure to so comply could expose me to sanctions and punishment in the nature of contempt.  
I solemnly promise that I will not disclose in any manner any information or item that is subject  
to the order to any person or entity except in strict compliance with the order's provisions.

I further agree to submit to the jurisdiction of the United States District Court for the  
Western District of Washington for the purpose of enforcing the order's terms, even if such  
enforcement proceedings occur after termination of this action.

Date: \_\_\_\_\_

City and State where sworn and signed: \_\_\_\_\_

Printed name: \_\_\_\_\_

Signature: \_\_\_\_\_